

EXHIBIT E

CA "No" Certification Calls - FY2007 - David McDearmon Leads Calls

<u>SM Name</u>	<u>Store #</u>	<u>Region</u>	<u>Date</u>	<u>Field Rep on Call</u>	<u>Description of why (No) was marked</u>	<u>Their Commitment</u>
Lisa Fitts	1239	9	8/7/2007	Just David M	Tight payroll hours. Low volume stores tend to draw from the higher volume stores to allow them coverage. Hence, the big stores, like hers are stretched. Having to run her 15,000 store on as little as 250 hours a week. Staffing is under control, although limited hours makes it tough to schedule people adequately. Also safety and asset protection is a concern due to the very thin scheduling at times...said we need to look at this side of the light scheduling.	She feels she can normally work managerial class work, except for when people call off or take time off. And also if sales fall off and payroll hours are sliced.
Josephine Hurd	2287	13	8/10/2007	Reed B	She was short an Asst Mgr for a while, fully staffed now for over 2 mths. Payroll hours sometimes too limited. Also if stockers call off or no-show, she has to do freight work.	Has no problem committing to being able to do majority managerial/exempt style work on most all weeks going forward, as long as her staff remains intact.
Sean Doherty	1968	13	8/10/2007	Reed B	Heavy freight with limited payroll hours. He was loaned out to other stores on numerous occasions to help prep for visits, inventories, etc. Some issues with less than productive Asst Mgrs and hour associates. In new store he is at, no staffing issues. Lesser volume store.	Feels much more comfortable committing to working a majority of managerial/exempt class work now that he is in store 1968...due to a better staff.
Danny Herrera	1855	13	8/10/2007	Reed B	He is far too busy with stocking & cashiering operations, due to limited payroll hours. Often just him & his Freight ASM in store. Not enough time to work with ASMs or associates on training, nor to order product and do other needed managerial duties.	Danny has mentioned wanting to step back to an hourly Asst Mgr position. He is a bit burned out and seems lost. He has no solution for his inability to get a handle on the managerial functions of the job. (Reed and DM to follow-up.)

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CA "No" Certification Calls - FY2007 - David McDearmon Leads Calls

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Jose Navarro	3194	13	8/3/2007	Reed B	High Vol store sales, has to open store and cover cashing in AM a lot. Spends heavy % of time on stocking & unloading trucks with only 1 assoc. If sales are up, payroll pressure is eased, managing is then easier. Truck size affects work. Staff vacations, time off needs also a big affect. She is being loaned to other stores a lot to prep for inventories, etc. Used as labor when there. Payroll hours are tight, unless sales rise. Compass efficiency, numbers used for scheduling is simply not in line with true needs. She feels we need to have a base # of stocking hours, period. Also has to cover as backup cashier alot.	Jose stated that he is committed to trying and improve task mgmt to allow for majority managerial style work vs non-exempt type.
Connie Visscher	1201	9	8/3/2007	Candace C		Connie stated she feels she can commit to being a majority managerial, exempt style of work type SM once she can stay in her own store...no more loaning her to other stores to fix or prep things.
Sean Guilfoyle	2922	9	8/6/2007	Just David M	Payroll hours - difficult to make a workable schedule. 224 hours limiting in a race track store. Mgr has to spend far too much time on registers and throwing freight. Truck size and avg case size affects hours needed on freight. Sean mentioned SIMs must spend more time hitting stronger calibre Associates who are more productive workers.	Sean committed to working with his DM on trying to schedule payroll hours better which should lead to him being more of a manager vs. freight pusher.
Bernadette Sufle	1246	9	8/7/2007	Just David M	Payroll hours tight to limited. Also was short staffed at the Asst Mgr level for a while, now back up to full staff.	She feels as long as her staffing stays intact, that she can commit to working the majority of her time in managerial class work going forward.

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CA "No" Certification Calls - FY2007 - David McDeamon Leads Calls

SM Name	Store #	Region	Date	Field Rep on Call	Description of why (No) was marked	Their Commitment
Bikira Green	2041	9	8/13/2007	Candace C.	<p>She spends a heavy amount of time stocking, filling store. SPEH goal is tough to hit if she does not throw freight. A couple times ASM transfers have caused her to have less than fully productive ASM team, but not often. She feels she can write a good schedule. DM approves all schedules after she writes them. She stated she puts "no" on her certification about half the work weeks.</p>	<p>Their Commitment She would need more payroll hours in order to be able to mark "yes" most weeks on her certifications. I encouraged her to let her DM know when she is in extreme jeopardy of not being able to work the majority managerial type work. I reiterated that she must take the lead in calling out for help if she is struggling with staffing or payroll hours. (Candace mentioned to me they are about to step Bikira back to an MFT for added training due to her not succeeding fully).</p>

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<u>SM Name</u>	<u>Store #</u>	<u>Region</u>	<u>Date</u>	<u>Field Rep on Call</u>	<u>Description of why (No) was marked</u>	<u>Their Commitment</u>
Estrella Sandoval	1207	9	9/10/2007	Candace C	Having to schedule herself on register, transitioning store from summer merch. Makes difficult. DM is helpful but payroll hours have been cut recently. 20 hours cut per wk.	She committed that once hours and sales rise and crunch of this transition season are over, she should be able to get back to certifying "yes" on managerial class work.
David Trowbridge	1209	9	9/10/2007	Candace C	main cause is having to personally do stocking & cashiering due to payroll hours cut. Cannot make speh target otherwise. Was also called away to help inv. Prep at another store last wk. Then payroll hours were cut by 25 on Wed for rest of week. He had to scramble and cover hours himself.	If payroll hour cuts are eliminated, he could commit to certifying "yes" on the managerial classifications.
Neorni Salazar	1232	9	9/10/2007	Candace C	Does not have a Freight Flow Mgr...vacant since March. Also running on extremely tight payroll, which have been reduced recently.	If she could have a full staff of Asst Mgrs, she could certify "yes" on her managerial classification.
Claudia Garcia	1245	9	9/10/2007	Candace C	Having to do too much cashiering & stocking, especially due to summer merch transition. Payroll hours have been cut. She is having to work 6 day workweeks to stay on top of the work.	If she had 200 weekly payroll hours, she could certify herself as "yes" on the managerial classification.
Conrad Mayhew	1574	9	9/10/2007	Candace C	Tight hours, small sized store w/small backroom and a trailer to manage. About to also lose his Freight Mgr. Will be sharing a new Freight Mgr with another store.	Said if payroll hours and or sales rise, he should be able to certify "yes" on his managerial classifications.
Carol Waggoner	2236	9	9/10/2007	Candace C	Runs a small store, low payroll hours. She is often on the register. She is fully staffed with Asst Mgrs, although one os brand new. Very tight payroll and SPEH.	She was not able to commit to putting a "yes" on her certification unless payroll hours ease up a lot.
Robert Willey	2486	9	9/10/2007	Candace C	Payroll hours have been cut dramatically. He ends up on the register. Fully staffed with ASMs however they are pretty new.	Once sales and payroll rise after this fall, he should have no problem certifying "yes" to his managerial type work classification.

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R2928

Richard Hoyt

1229

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9/11/2007 Candace C

High vol. store, doing 50k to 60k sales a wk. Has to spend majority of time on non-managerial work, cashiering and stocking. SPEH and payroll is too tight. Payroll has recently been tightened. He is fully staffed w/ASMs. He couldn't commit to being able to do a majority managerial work unless more payroll is provided.

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Marla Orozco	1234	9	10/23/2007	Candace C	Lost her Freight MGR ASM. Had to cover for several wks. Just hired/trained replacement.
April Lugo	2093	9	10/23/2007	Candace C	She was short her Freight ASM who was/is out on FMLA leave. That is the main cause of putting "no" on her certifications.
Estella Sadoval	1207	9	10/23/2007	Candace C	She put "no" down due mainly to the big seasonal conversions during Sept with all the incoming freight.
Jan Huber	1211	9	10/23/2007	Candace C	Felt the payroll hours were too limited during Sept.
Tammy Flores	1227	9	10/26/2007	David alone	store was being expanded, also an ASM was on injured, light duty.
Rick Gonzalez	3186	13	10/26/2007	David alone	Tight payroll hours. Was also out on med leave one wk. Also, crew needed training to be more productive... things have improved. Rob White is very helpful.
James Ellis	3276	23	10/26/2007	Candace C	Has been "loaned" to other stores for help since he is the DST. Was short 2 ASMs part of Sept. Now staffed fully. Long commute causes him to stay in store long hours once there, 6 days/wk. Allocations are super heavy right now.

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R2930

Karen Cohen 2325 13 10/30/2007 Reed B

Some misunderstanding as to the definition of exempt managerial work. Also is down one ASM. She thought she had to work 65% managerial office work. We discuss that floor work can also be exempt/managerial.

Vanessa Blanco 2968 13 10/30/2007 Reed B

Feels she is limited on hours at 220 per wk. Fully staffed on ASMs. She had little understanding of what defines exempt class work. She said she did majority of stocking.

Debbie Wiebe 1266 13 10/31/2007 Reed B

Was loaned to another store to prep for inventory. Also was short an ASM for a while.

Noel Ojeda 2769 13 10/31/2007 Reed B

Feels he does 70% plus non-exempt work. Had extreme difficulty understanding what is exempt class work. He honestly thought that due to his staff being fully trained and he delegating so thoroughly to them, that he now was not doing exempt class work.

CA "No" Certification Calls - FY2008 - D. McDeamon leads call

<u>SM Name</u>	<u>Store #</u>	<u>Region</u>	<u>Date</u>	<u>Field Rep on call</u>	<u>Description of why (NO) was marked</u>	<u>Their Commitment</u>
Connie Visscher	1201	9	1/31/2008	Candace C	Hours were cut drastically after X-mas. Heavy freight pushing throughout Nov, Dec and Jan. She did not understand that taking 2 days off should not automatically be classed as nonexempt time. Was loaned to other stores several times for freight and Inv. prep.	Feels confident she can be back on track now with freight, etc and should be able to mark "yes" most times on the exempt certification question.
Gene Korte	1205	9	1/31/2008	Candace C	Took over a broken store..been working to clean it up over 4th qtr. Extremely high SPEH goal. Was called to help out in other stores a few times for freight pushing and Inv prep. Ex. At recent MIT training class, they spent half day in training mtg, then worked at Mack Rd store throwing freight...not training. Said new Mgrs tend to be thrown in broken stores often.	Feels 1205 is finally running properly and anticipates being able to do the majority exempt class work...assuming no unforeseen situations occur.
Tom Martinez	1206	9	1/31/2008	Candace C	Loaned out to other stores several times over last 3 to 4 weeks to fix stores, throw freight. Also short 1 Asst Mgr.	Feels confident he will be able to mark "yes" on the exempt certification question now that they are through the tough season.
David Trowbridge	1209	9	1/31/2008	Candace C	A couple of times had to go help clean up other stores for various reasons. SPEH goal is extremely aggressive and causes him to have to cut hours midweek often times. He has to act as back up cashier most weekdays. A relative small store with minimum payroll hours.	If sales were solid, which they have not been, then he could put "yes" on the exempt certification, however he does not foresee that happening most weeks. David had a suggestion to make contact with local high school ROP programs. He uses them as free labor to do recovery, etc...felt it could be much more productive if we took more advantage of this.

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CA "No" Certification Calls - FY2008 - D. McDeamon leads call

Name	Count	Date	Reed B	Comments
Gina Spradling	1267	13	2/1/2008	A very large Sqft store at 20,000sqft yet low sales....the toughest type store to run. Rune on 220 hours a week, SPEH of 120. Ends up throwing freight way too much as the Store Mgr. She struggles to keep up. She too uses the school ROP programs for additional free labor.
Tall Mendoza	1954	13	2/1/2008	Small store doing high volume. SPEH of 114. Payroll hrs of 180 to 210 a wk. Has been down one Asst Mgr since Oct. Trying to hire Asst Mgr now.
John Kaplan	2039	13	2/4/2008	He was down 1 ASM for 2 months. Has to be on registers a lot and stocking as well.
Sue Valadez	2121	13	2/4/2008	Normally puts "No" down on Cents. Feels like a glorified stock clerk or cashier. Sales are trending down and payroll is often cut each wk. Runs on 215 to 220 hours a wk. Feels ASMs are good but sometimes lose productivity if she does not stay on them as to work.
Oscar Molina	2474	13	2/4/2008	ASMs are fully staffed although one is fairly new. Good crew. Feels payroll hours is main cause of him not working exempt class work. Mentioned feeling pressure from DM on payroll targets, etc.
Noel Ojeda	2759	13	2/4/2008	Freight focus is very heavy. 60 to 70% of time is pushing freight. A high volume, 40k a week store. 28,000 sqft box. SPEH goal is 130 to 135 (high). Runs on 300 plus payroll hours normally.

She had trouble committing to changing her designation to exempt most weeks. I challenged her to really think about whether she is not managing people while she is doing other perceived manual duties.

Feels confident he can do the majority exempt work going forward. I explained that working on the floor did not automatically mean nonexempt work...it seemed to be a new concept to him. (He had a good attitude)

Can more easily now work exempt class work since ASMs are fully staffed and up to speed.

She does not have an answer as to how to move her work to a majority exempt class. She said the DM is helpful but she simply cannot put down that she is working a majority of her time as exempt.

Feels the only way he can reclass himself as exempt would be to have an additional PT ASM to spread coverage out.

Struggled with answering how he could class himself as exempt. Feels Managerial duties only really require about 30 to 40% of work week to complete...(not complaining...he just seems to deem the job as non-managerial natured.

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CA "No" Certification Calls - FY2008 - D. McDearmon leads call

Name	Employee ID	Date	Subject	Comments
Richard Hoyt	1229	9/21/2008	Candace C	Tight payroll has been the main cause for him putting "no" on his cert. Recently though, SPEH and payroll pressures have been eased. His new minimum has been set higher at 480 hrs.
Noemi Salazar	1231	9/21/2008	Candace C	Took over a broken store in Oct 2007. Was short a Freight ASM as well thru 4th Qtr. Had to work excessive hours. Payroll hours have increased and improved recently. She is getting hours based on store sqfootage vs just sales.
Joe Thomas	1232	9/21/2008	Candace C	Had 5 Sr mgmt visits over Xmas season... always having to prep store and work extra hours. Put in store in Oct 07... store was broken then. Now he is fully staffed and store is looking good. Said morale is great now.
Gabriel Pesina	1484	9/21/2008	Candace C	Was short 1 ASM during X-mas. Now fully staffed. Payroll constraints have eased due to increased sales.
Conrad Mayhew	1574	9/21/2008	Candace C	Store hours is very limiting. He is in a small store. SPEH pressure is tough. And sales are pretty flat. He suggested considering changing the store opening time from 8 AM to 9 AM due to almost no sales occurring before 9. That would reduce his number of total non exempt hours since he normally covers register duty during those light times.
Sally DelCastillo	1976	9/21/2008	Candace C	Backroom was severely bricked up during X-mas season. She had one ASM who was in the wrong role and was not being productive... that has been corrected now.

With the new payroll hours allotment, he is confident of being able to work exempt class work most all wks.

She is confident she will be able to work exempt class work most weeks going forward with new payroll hour guidelines.

He is still a bit uncertain he will always be able to work exempt class work. He was unsure of the exact definition of "exempt." He was a fairly recent promotion from hourly Asst Mgr. ty.

Feels confident that he now can normally certify that he is able to work exempt work.

Was pleasant but was unsure that he could commit to working exempt class work the majority of weeks unless payroll hours ease up.

She feels that by shifting her ASMs and getting a fully productive Freight Mgr she is now able to work mostly exempt class work.

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R2934

EXHIBIT F

<u>SM Name</u>	<u>Store #</u>	<u>Region</u>	<u>Date</u>	<u>Field Rep on call</u>	<u>Description of why (NO) was marked</u>	<u>Their Commitment</u>
Robert Willey	2486	9	6/27/2008	Kathryn Abel	Stated that SPEH goal is extremely high/difficult. If sales slip at all, hours get reduced yet the work does not. He no longer is being "loaned" to other stores as much. ASMs are staffed properly. Sales have been up, hence he has not been putting "no" on his more recent certifications.	As long as sales stay strong, he is confident in being able to work exempt-class work.
Shawn Cassidy Tom Allen	1389 1215	6/27/2008	Kathryn Abel	6/27/2008	Kathryn Abel	Called, not in store Called, Tom out on Worker's Comp.

SM Name	Store #	Region	Date	Field Rep on call	Description of why (NO) was marked	Their Commitment
Richard Hoyt	1215	9	7/9/2008	Kathryn Abel	He is temporarily assigned as the SM for store 1215 while the permanent Mgr is on W/C. He said the SPEH is unreasonably high at 116. Also store had been short an Asst Mgr until recently. Sales are also just now coming positive as of this week.	He feels comfortable that store 1215 will be well set going forward due to Asst Mgr staffing being inline and sales being positive. Richard will be getting transferred to another store shortly though, since the permanent Mgr of 1215 is returning.
Gina Spradling	1267	13	7/9/2008	D. McDearmon	She said although sales are strong, due to the tough market, unsafe area, etc, she finds it hard to run her store on the hours given and still put herself in as working exempt class work. SPEH goal is 110 to 115 weekly. A high shrink store, with a Greeter using 10 of her payroll hours.	Gina struggles with knowing how to get a handle on the exempt issue. She sees little way of honestly putting down that she works exempt class work. I challenged her to openly discuss the topic with her DM, Scott Hernandez and to solicit him for ideas on how to shift her work to exempt class. (Scott is a solid DM)
Cindy Fukuhara	1871	13	7/9/2008	D. McDearmon	For a while, things improved, but recently, payroll hours have again been cut. Cut 50 hours approx. She feels she is almost always on the register or stocking freight. She does not see anyway of changing things without more payroll hours. She has discussed the issues with her DM David Peachy	She was not able to commit to putting yes to exempt class work due to the tight payroll. She is running at 200 hours per wk now. She sees no answer to the exempt issue for her situation.
Shawn Cassidy	1389		7/9/2008	Kathryn Abel	Called, not in store. EE unsure if scheduled today	
Noemi Salazar	1231		7/9/08	D. McDearmon	Not in store today	

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R2937

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Jason Millstone	2262		7/11/2008	Kathryn Abel	Inherited a mess. Been in store since January. Large race track store, 1400 sq ft. with over 7000 pieces in backroom alone. Working hard to not throw freight everyday but no choice. Store fully staffed. Corp should look at scheduling hours, system not great. Inventory Aug. 8th	Once he gets past inventory, he should be able to only manage and no longer throw freight.
Ralph Badders	2271		7/11/2008	Kathryn Abel	Per Stephanie, Ralph no longer works at Dollar Tree	N/A
Oscar Molina	2474		7/11/2008	Kathryn Abel	When dialed Store Number, got a fax machine	
Noel Ojeda	2759		7/11/2008	Kathryn Abel	No Lonnie, Noel is no longer here	
Sean Guilfoyle	2922		7/11/2008	Kathryn Abel	No longer at 2922, xfr to 1212. 2922 was a racetrack store operating on 200 hours. Only 1 cashier and 1 manager so he was constantly throwing freight and recovery. Two other stores within 1.5 miles so slow sales. Also, elements shop and trash store so majority of time spent recovering	In new store, 1212, certifications have not been done in over a year so he is just trying to get caught up but because no manager left, marking no. Has been at new store for 3 weeks
Gilbert Pena	2961		7/11/2008	Kathryn Abel	Hours cut to 184 for 4 weeks ago causing him to not have a cashier until 2 everyday. In the store, it was him on register and 1 asst mgr that was freight mgr too until cashier came in at 2:15. Gary Mainello (?) came into store 2 weeks ago and he told him what was going on and he gave store 20 more hours for 4 weeks. Ends next week	Sales are really bad right now and the store is not covering payroll. After next week, expects hours to be cut again.

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Pat Woolweaver	2980		7/11/2008	Kathryn Abel	Pat has transferred to store 2216. Per Jerry, new SM, he does not complete certification. Had issues at Rite-Aid. Knows what he signed up for 3 years ago. I discussed turnover issue Pat referenced.	According to Jerry, Employees told him that Pat did nothing. He said when he got there Monday, store was in real bad shape, no recovery plan. He leads his people majority of the day. No more staffing issues. Sales up 20% yesterday!
Jose Navarro	3194		7/11/2008	Kathryn Abel	Sometimes has to be opening cashier. Can't do all the things he wants to do. It is a smaller store, so not a lot of hours. Keeps busy, runs on 205 hours. 2 Asst Managers. Sales are up YTD 21% vs PY	
Gary Connell	3480		7/11/2008	Kathryn Abel	Per Temp Manager, Gary shattered his heel and will be out until ?	
Tom Nelson	3494		7/11/2008	Kathryn Abel	For a while, felt ineffective. Found himself short on hours so was back up cashier or stocker. Met with new RD and bounced a few ideas off. Implemented them. Racetrack store that is hard to manage under 300 hours.	Put new ideas in place and has been able to spend time training his staff and do a lot more. A lot of improvement over the last month and a half
Eugene Korte	1205					
Tom Martinez	1206		7/11/2008	Kathryn Abel	Store was undergoing Resets which are now complete. Worried he would get in trouble for marking no....explained to him absolutely not. Just making sure nothing was "broken"	Everything is back to normal and he is back to Yes
David Trowbridge	1209		7/11/2008	Kathryn Abel	Busy signal	
Michael Regusci	1219		7/11/2008	Kathryn Abel	Has been helping prepare for inventory. Helping Woodland Store prepare for inventory for a day or so next week	Should go back to normal after that.

CONFIDENTIAL

R2940

EXHIBIT G

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:12 PM To
District Manager 09H
cc

Subject
Certifications

Good morning Matt,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have one SM in your district that has continually shown on the reports as certifying that he does not believe he is working exempt level work. His name and the reports he has pulled on are as follows:

Sean Guilfoyle - July, August, September and October

Could you please look into this to ensure that he remains doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 11:52 AM To
District Manager 09I
cc

Subject
Certifications

Good morning Brad,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have two SM's in your district that have continually shown on that report as certifying that they are not working exempt level work. They are David Trowbridge and Daniel Espinoza. David has been on the reports for July, August, Sept

and Oct. Daniel has been on June, August and September. Could you please look into this to ensure that they remain in the exempt status? If you have any questions or if I can be of any assistance, please feel free to reach out to me.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:15
PM

To
District Manager 23A
cc

Subject
Certifications

Good morning Rick,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have four SM's in your district that have continually shown on the reports as certifying that they do not believe they are

working exempt level work. Their name and the reports they have pulled on are as follows:

Mike Cossolotto - June, August, September Elaine Edwards - September, October Jason Millstone - June, August, September Gary Connell - June, July, October

Could you please look into this to ensure that they remain doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:25
PM

To
District Manager 13B
cc

Subject
Certifications

Good morning Scott,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have three SM's in your district that have continually shown on the reports as certifying that they do not believe they are working exempt level work. Their name and the reports they have pulled on are as follows:

Gina Spradling - June, July, August, September and October Sheila Devalle - August and September Elaine Hamman - August, September, October

Could you please look into this to ensure that they remain doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:12 PM To
District Manager 09H
cc

Subject
Certifications

Good morning Matt,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have one SM in your district that has continually shown on the reports as certifying that he does not believe he is working exempt level work. His name and the reports he has pulled on are as follows:

Sean Guilfoyle - July, August, September and October

Could you please look into this to ensure that he remains doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:05
PM

To
District Manager 22C
cc

Subject
Certifications

Good morning Larry,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have one SM in your district that has continually shown on the reports as certifying that he does not believe he is working exempt level work. His name and the reports he has pulled on are as follows:

Pat Woolweaver - June, September, October

Could you please look into this to ensure that Pat remains doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:01 PM To
District Manager 13E
cc

Subject
Certifications

Good morning David,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have one SM in your district that has continually shown on the reports as certifying that he does not believe he is working exempt level work. His name and the reports he has pulled on are as follows:

Oscar Molina - June, August, September, October

Could you please look into this to ensure that he remains doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 12:07
PM

To
District Manager 23C
cc

Subject
Certifications

Good morning Marita,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have two SM's in your district that have continually shown on the reports as certifying that they do not believe they are working exempt level work. Their name and the reports they have pulled on are as follows:

Noemi Salazar - June, August, September, October Angela Hayes - August, September, October

Could you please look into this to ensure that they remain doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Kathryn
Abel/HUM/DLTR

10/28/2008 11:58
AM

To
District Manager 096
cc

Subject
Certifications

Good morning David,

As you know we pull the certifications that Store Managers submit regarding their exemption status. I have five SM's in your district that have continually shown on the reports as certifying that they do not believe they are working exempt level work. Their name and the reports they have pulled on are as follows:

Connie Visscher - June, July, August, September, October Richard Hoyt - June, July August, September Ann Musk
- September, October Carol Waggoner - June, August, September Tom Rainey - August, September, October

Could you please look into this to ensure that they remain doing exempt level work for the necessary timeframe as required in California? If you have any questions or if I can be of any assistance, please feel free to reach out to me. Your help with this is greatly appreciated.

Thanks,

Kathryn Johnson, PHR
Associate Relations Representative
Dollar Tree Inc.
(757) 321-5246

REDACTED

Thanks,
Joe Ocasio
Zone Sales Director
Dollar Tree Stores, Inc.
Voicemail: 22058
Email: jocasio@dollartree.com

Store layout Maps
It guides the Mgr how we want to set up and merchandise there store.
(See attached file: 1588-Jacksonville, FL. full plan.pdf)